



Centre for *Leadership* Development

Designed for gender-intelligent corporations committed to strengthening succession pipelines, commercial leadership depth and long-term enterprise value.

India | UK | UAE

www.theconnexushub.com



The cost of stalled pipelines

Progress in building diverse talent pools has not translated to senior leadership. The gap is costly and measurable.



2-3x

annual salary cost to replace a departing senior leader

Excludes institutional knowledge loss

42%

of C-suite vacancies are filled externally, at premium compensation

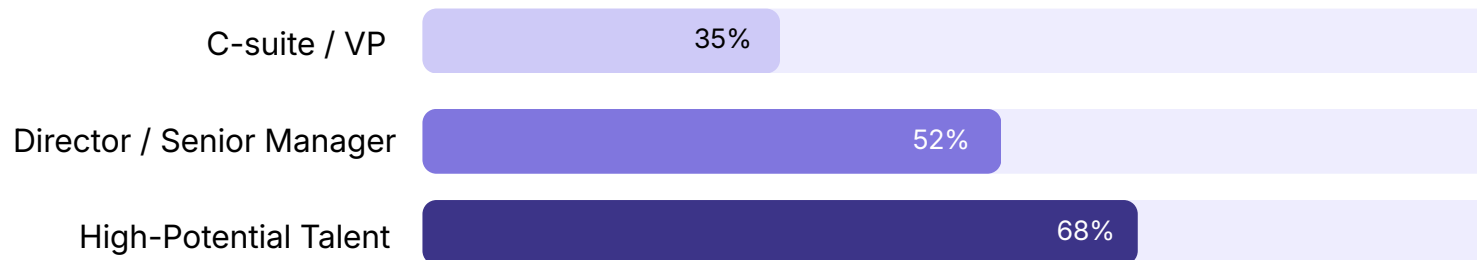
+ cultural integration risk

+25%

above-average profitability for organisations with diverse leadership

McKinsey Diversity Wins, 2020

ATTRITION RISK BY LEADERSHIP TIER — ANNUAL PROBABILITY



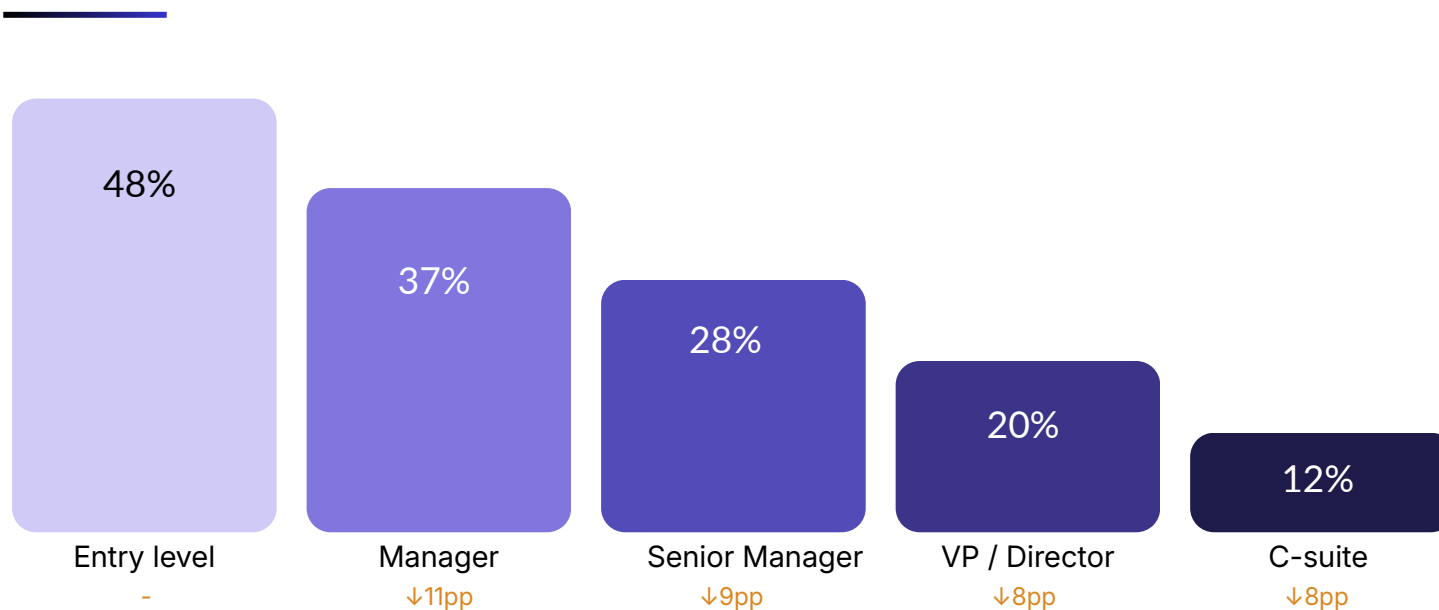
Catalyst and Harvard Business Review: 'Organisations with more diverse and inclusive leadership teams consistently outperform peers on profitability, innovation and risk management.'



THE PIPELINE PROBLEM

Where the leadership gap widens

Near-equal entry-level representation narrows dramatically at each promotion stage, despite capability parity.



Capability alone does not close this gap. Acceleration does, by enabling equitable access to leadership pathways and structured sponsorship at the moments that matter most.

Source: McKinsey Women in the Workplace · illustrative of global industry trend



OUR APPROACH

4 pillars of holistic leadership

We strengthen the leadership pipeline by accelerating high-potential talent into enterprise decision-makers.



Executive Identity & Influence

- Executive presence in leadership context
- Strategic voice vs operational competence
- Stakeholder management



Enterprise & Commercial Acumen

- P&L visibility and financial literacy
- Revenue-linked thinking
- Scaling impact beyond function



Cross-Border & Cultural Intelligence

- Operating in global teams
- Cultural nuance in leadership
- Influence across geographies



Health, Sustainability & Longevity

- Leadership sustainability and burnout prevention
- Strategic energy allocation
- Mid-career resilience frameworks



PROGRAM FORMATS

4 engagement models

Designed to fit corporate timelines, cohort sizes and strategic priorities from enterprise-wide cohorts to individual advisory.

6-month cohort

Connexus Executive Accelerator

- FOCUS** High-impact acceleration for high-potential women transitioning to enterprise-wide influence
- FORMAT** Cross-corporate cohort
- VALUE** Peer capital, cross-industry exposure, strategic expansion beyond functional silos

12-week sprint

In-House Intensive

- FOCUS** Leadership sprints delivered directly to internal talent pools to address specific organisational gaps
- FORMAT** Dedicated internal cohort
- VALUE** Built around real business challenges and measurable growth milestones

Modular labs

Leadership Labs

- FOCUS** Strategic labs solving specific business friction points and not generic training sessions
- FORMAT** AI-Augmented Leadership · Intrapreneurship · ROI of Influence · High-Performance Teams
- VALUE** Cultivating a founder mindset to lead internal transformation

1:1 advisory

Private Leadership Consult

- FOCUS** Personalised strategy sessions for leaders at a pivotal career trajectory
- FORMAT** One-on-one with a senior Connexus advisor
- VALUE** Confidential guidance on strategic clarity, executive readiness and stakeholder navigation



WHO OUR PROGRAMS ARE FOR

Built for those ready to lead at the next level

Designed for mid-to-senior professionals at the inflection point between functional expert and enterprise leader.



VPs and Director-level leaders



Senior Managers on succession pathways



High-potential leaders in P&L and growth-facing roles



Leaders being prepared for regional or global mandates

What participants gain access to



Cross-industry peer cohort



Founders, investors & global leaders



Real initiative launch (project / business case)



VALUE TO YOUR ORGANISATION

Measurable enterprise returns

Four outcomes directly linked to succession health, talent retention, and competitive positioning.



Retention

High-potential leaders with strong peer networks and development investment are significantly more likely to stay through critical growth phases, reducing costly replacement cycles.

3x



Succession pipeline depth

Increased readiness for enterprise and C-suite mandates, reducing dependence on external hires at premium compensation and cultural integration risk.

↑40%



Competitive talent positioning

Attract ambitious leaders who prioritise structured growth pathways by differentiating your employer brand in highly competitive markets.

+DEI



Innovation & profitability

Diverse leadership teams consistently outperform peers with quantifiable advancement in gender diversity and inclusion metrics at senior levels.

+25%



WHY CONNEXUS

Built different, by design

A strategic partner operating at the intersection of enterprise strategy, leadership acceleration and global market intelligence.



Women-first solutions

Purpose-built for gender-intelligent, progressive organisations & not adapted from generic leadership content.



Cross-border intelligence

Operating across India, UK and UAE with real market knowledge & not aspirational geography.



Enterprise value anchor

Leadership development anchored in commercial outcomes: P&L thinking, revenue impact, stakeholder influence.



Action-based execution

Every participant launches a real initiative, an innovation project, strategic pivot or business case.



Ecosystem integration

Access to founders, investors and global leaders beyond internal networks, real relationship capital.



Performance longevity

We address burnout and resilience because sustainable leaders build sustainable pipelines.



THE TEAM

Our Leadership & Advisory Network

Connexus Global Ventures is a strategic advisory growth accelerator and ecosystem supporting women founders, leaders and gender-inclusive businesses in complex, competitive markets.

FOUNDER & CEO



Devapriya Khanna



ADVISORY BOARD



Wendy Muirhead

Ex - Sales Director,
Founding Partner,
WH People
Scotland



CORE TEAM

ADVISORY BOARD



Prajakt Raut

Co-Founder & Managing
Partner, Caret Capital
India



ADVISORY BOARD



Dr. Sudha Sarin

Professor of
Practice, IILM
India



Our work sits at the intersection of **enterprise strategy, leadership acceleration and global market intelligence** operating across India, the UK and the UAE.



Strengthen your talent strategy with *Connexus.*

Book a consultation to explore which program format fits your organisation's succession and DEI priorities.

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MARKETS

India | UK | UAE